

PAPERS LAID ON THE TABLE

SRI M.Y. GHORPADE (Minister for Finance and Housing).—Madam Speaker, I beg to lay :—

Notification No S O. 261 dated 4th May, 1976 regarding reduction of tax in respect of the sale of Motor Cars. under section 39 of Karnataka Sales Tax Act 1957.

SRI C. N. PATIL (Minister for Forests) [On behalf of the Minister for Industries and Parliamentary Affairs] I beg to lay :—

(i) second and third Annual Reports of the Marketing consultants and Agencies for the year 1973-74 and 1974-75 respectively.

(ii) 42nd Report of the Mysore Sugar Company Limited for the year 1974-75 ;

(iii) Annual Report of the Government Silk Factory for the year 1974-75 ;

(iv) Annual Report of the Government Weaving and Twisting Factory, Mudigundam, for the year 1973-74 ;

(v) 9th Annual Report of the Mysore Sales International Limited for the year 1974-75 under Section 619-A(3) of the Companies Act, 1956.

I beg to lay :

Notification No. GSR 257 dated 4th September 1974 the Karnataka Forest (Amendment) Rules 1974 under section 103 of the Karnataka Forest Act, 1963.

MADAM SPEAKER : All the Papers are laid.

3.30 P.M.

STATEMENT BY THE MINISTER FOR FINANCE AND HOUSING

re : recommendations of the Pay Commission

SRI M.Y. GHORPADE. (Finance Minister) —Honourable Members are aware of the background against which the Pay commission was appointed. The last general pay revision of State Government employees was effected in 1970. Since then Government has had to increase dearness allowance on several occasions in order to mitigate the hardship caused to Government employees as a consequence of rising prices. A number of representations as well as Government servants, relating to pay, allowances and other conditions of service. In order to avoid a piecemeal or *ad-hoc* consideration of the issues involved and in order to arrive at more durable solutions, I had

announced the setting up of a Pay Commission in my Budget Speech for 1974-75. Sri. A. Narayana Pai, Retired Chief Justice, High Court of Karnataka was appointed as the One Man Pay Commission in August, 1974. The Report of the One-Man Pay Commission was presented to Government in March, 1976. In accordance with my assurance to the House I am placing the Report of the Pay Commission on the table of the House.

2. Copies of the Pay Commission Report are being arranged to be distributed to the Members. At this stage, Members of the House would be interested in knowing broadly what has been recommended by the Pay Commission. I will, therefore, state in brief the salient features of the Pay Commission's recommendations which are as follows.—

(i) The Pay Commission has classified jobs into fifteen grades. The factors which have been taken for job evaluation for this purpose are (i) Qualifications and basic course of training, (ii) mental skill and effort, (iii) responsibility and (iv) conditions of work.

(ii) The pay Commission has suggested that the remuneration to a Government servant should consist of two components (i) a basic pay, (ii) a General Purpose Allowance for covering expenditure incidental or consequential to Government service like transport, house rent and petty medical expenses.

(iii) On the basis of the findings of surveys of house holds of Government servants conducted on behalf of the Commission, the Commission has recommended that the minimum remuneration of a Government servant should be Rs. 300 per month. The date with reference to which investigations for determining the minimum wage were made was 1-1-1975.

(iv) The commission has recommended that the General Purpose Allowance for every Government servant everywhere, which will replace house rent allowance, City Compensatory Allowance etc., should be 20% of basic pay. This 20% has been arrived at by allowing for house rent at 10%, transport 4%, petty medical expenses 3% and unforeseen items of expenditure 3%.

(v) While determining the minimum remuneration of Rs 300 the above items of expenditure have already been taken into account. The minimum remuneration of Rs. 300 will, therefore, be split up into basic pay Rs. 250 plus G.P.A. Rs. 50. The maximum remuneration recommended is Rs 3,250 consisting of basic pay Rs. 2,750 plus G.P.A. Rs. 500.

(vi) Fifteen general scales have been suggested for the fifteen grades as follows. The types of posts falling under the recommended general scales are shown illustratively below :

C.S.	1.	250-5-300-10-350...	Peon, Dalayat Watchman.
G.S.	2.	280-5-300-10-340... 15-400-20-420	Office Attender, Forest and Excise Guard, X-Ray Attender, Driver
G.S.	3.	300-10-240-15- ... 400-20-500 Extension 10-550	Skilled workers of Junior Certificate Standard, X-Ray Dark Room Assistants.
G.S.	4.	300-10-340-15- ... 400-20-500-25- 600-Extension 20-700	Second Division Clerk, Primary School Teacher, Gram Sevak, Village Accountant, Police Constable ANM Basic Health Worker, Fireman
G.S.	5.	400-20-50-25- ... 600-30-750 Extension 25-850	Diploma Jr. Engineer, Diploma Craft Instructors, Police Head Constable, X-Ray Technician
G.S.	6.	440-20-500-25- ... 600-30-750-50- 900	First Division Clerk, Entry Level Stenographers, Revenue Inspector Commercial Tax Inspector, Asst. Police Sub-Inspector, Head Master of Primary School
G.S.	7.	460-20-500-25- ... 600-30-750-50- 1000	High School Trained Graduate Teachers, Physical Education, Teachers. Lecturers in Polytechnics
G.S.	8.	600-30-750-50- ... 1000-60-1240	Section Officers (Secretariat) Ministerial Superintendents, Deputy Tahsildars, Police Sub-Inspector, Promotional Cadre of Stenographers

G.S.	9.	660-30-750-50- ... 1000-60-1300	Assistant Surgeon, Graduate Junior Engineer, Entry Level Agricultural Officer, Agricultural Extension Officer
G.S.	10.	750-50-1000-60- ... 1300-75-1450	Assistant Director, Assistant Engineer, Tahsildar, BDO., Inspector of Police, Head Master of High School, Lecturer of Junior College Nursing Superintendent, Asst. Surgeon for Taluk Level Hospital
G.S.	11.	900-50-1000-60- ... 1300-75-1750	Munsiff Under Secretary, Assistant Commissioner, Deputy Superintendent of Police, Principal of Junior College, Lecture/Reader of Senior College Executive Engineer
G.S.	12.	1300-75-1900 ...	Professor of Senior College, Assistant Professors of Medical and Engineering Colleges, Principals of larger Polytechnics
G.S.	13.	1450-75-1900- ... 100-2000	Deputy Secretary Deputy Commissioner, Civil Judge, Director of Medium sized Dept. or Joint Director of Heavy Department
G.S.	14.	2000-100-1500 ...	Additional Secretary District Judge, Director of Heavy Department, Principals of Medical or Engineering Colleges, Chief Engineers

G.S. 15. 2500-125/2-2750 ... Secretary to Government
Head of very Heavy
Department, Chief Engi-
neer (C&B) and Senior
Chief Engineers

It has been recommended that the revised pay scales may be brought into effect from 1st January 1975.

(vii) The cushions provided in the General purpose Allowance as well as the rate of increments are large enough to neutralise an increase of 5 per cent in the cost of living. The range of inflation which justifies payment of dearness allowance is one above 5 per cent going upto a limit of 15 per cent. For this range, for every 2 percent rise in the half yearly average, 1 per cent of the basic pay should be paid as dearness allowance. The maximum dearness allowance payable would be 25 percent of basic pay. The total of dearness allowance and basic pay should not exceed Rs. 2,000. The process determining the Annual Base and percentage rise or fall of half yearly averages should be repeated independently every calendar year. Through basic salary has been determined as on 1st January 1975, the index figure as on that date should not be the permanent base for calculating dearness allowance. The basic salary is subject to rise annually by the addition of increments and General Purpose Allowance and the Annual Base must move with it.

(viii) The fixation of pay in the new scales will be done by assigning the adjusted basic pay in the recommended scales corresponding to the basic pay drawn by the incumbent in the existing scales as on 1-1-1975. Tables of such adjusted basic pay have been given in the commissions Reports.

(ix) Retirement Benefits:—

(a) The minimum and maximum pensions recommended by the pay Commission are Rs. 120/- and Rs. 1000/- respectively. The Commission has stated that the reasonable proportion which full pension should bear to retiring pay is 40.

(b) It has been recommended that the minimum gratuity should be twice the retiring pay and that the maximum gratuity should be enhanced from Rs. 2,000/- to Rs. 30,000/-

(c) The maximum family pension may be enhanced from Rs. 150/- to Rs. 200/- The maximum deduction from gratuity on account of family pension may be enhanced from Rs. 3,600/- to Rs. 5,000.

(d) All pensioners and those in respect of family pensions should be given the benefit of the Dearness Allowance formula, provided— (i) Dearness Allowance does not exceed 25% of basic pension or family pension and (ii) basic pension plus Dearness Allowance does not exceed Rs. 10000- p.m.

(x) In view of the construction of scales of pay on the valuation of jobs taking into account relevant factors inclusive of working conditions, hazards and risks and the scheme of General purpose Allowance to cover an area covered by the different allowance at present sanctioned by Government for different purposes, risk allowance house rent allowance, Compensatory Allowance, Rural Allowance, Hill Allowance and other specific allowance should be discontinued with effect from 1.1.1975. Other allowances recommended to be discontinued are Deputation Allowance, Home Orderly Allowance, Over-time Allowance, non-Practising Allowance, Extension of uniform and dress allowance to certain additional categories of Government servants has been suggested. An out of state Allowance for working outside the State has been recommended.

(xi) The pay Commission is of the view that it is proper and necessary to maintain parity of pay scales between Government employees and employees of local bodies.

(xii) The net additional expenditure arising from the implementation of the recommendations has been estimated by the pay Commission at Rs. 35 crores in the case of Government servants and Rs. 12 crores in the case of local body staff and staff of aided Institutions,

3. The Honourable Members would see from the perusal of the Report that the Pay Commission has dealt exhaustively with the matters coming under its terms of reference, I would once again like to think Justice Sri A. Narayana Pai for having undertaken and completed this onerous task. The anxiety of the State Government to ensure a fair deal for its employees is manifest in the various measures taken by the State Government from time to time. The Honourable Members may, therefore, be assured that Report of the Pay Commission will receive careful consideration and that all necessary action on the Commission's Report will be taken as expeditiously as possible.

SRI T. R. SHAMANNA.—I would just request the Hon.ble Finance Minister to let us know when they will take measures to see that the recommendations of the Pay Commission are implemented.

SRI M. Y. GHORPHADE.—I have already said that we will do it as expeditiously as possible. But this report will have to hear their views. Most probably we will set up an Official Committee to hear their views and then Government will take a decision. We will not take more time than what is strictly necessary.

SRI M. S. KRISHNAN.—The salient features of this report which have been made known to us by the Hon.ble Finance Minister raises many important aspects and one important aspect is in respect of dearness allowance and the e appears to be a total departure in the thinking and understanding from the existing procedure. It is not that the dearness allowance has been given up but from a just reading of this statement, it looks as though that quite a lot of injustice might be done to them I do not know, I would like the Hon. Minister to clarify in regard to that respect also. Apart from it, it has also been recommended for the complete discontinuance of some of the allowances that are already being paid. Of course, the Government has not accepted the recommendation for the discontinuance of these allowances. But anyway as we know the Government thinking is whenever such report comes immediately the whole approach would be to discontinue it. When the report itself says that such allowances should be discontinued, naturally the approach of the Government would be to discontinue them. Particularly things like overtime allowance has been recommended to be discontinued. Overtime is given to mitigate the hardship caused to the services. There are several other points which have been raised. It has been stated that the minimum has to be fixed on a particular basis. We would like to know the norms which have been set for the fixation of the minimum and the maximum and you have stated that on the evaluation of job skills etc. the fixation takes place. My submission is that even before the Government implements the recommendations, I think this House should be taken into consideration and there should be a discussion in this House on this important question. We had an occasion to discuss the Tukol Commission Report in this august House and several valuable suggestions were made here. Government was pleased to accept quite a number of recommendations of this House and some of them have been implemented. I would therefore urge that a special session of the House must be convened for discussion of this Report. you must assure us that this report would be fully discussed in this House and then only the recommendations would be implemented.

SRI T. R. SHAMANNA —The marginal cases have not come under classification. Apart from the 15 categories, there will be other classifications which might have been left out. About that also, we would like to have a clarification from the Government.

SRI M. Y. GHORPADE.—I would not go into the details of this report at this stage because we have not discussed it. But I would certainly say that a lot of labour has gone into the preparation of this report and it would not be fair on the part of members to come to a hurried conclusion. This certainly a very responsible and weighty document. The hon. members need have no apprehension as to the intention of the government to have a full discussion of this report. As a matter of fact, the Commission was appointed by the Government on its own and on its own the government is placing the report on the floor of the House. The report will be given wide publicity and views of all sections of the society will be heard painstaking by our Official Committee and it is only then that government will have to come to a very responsible and mature decision on this report. Therefore at this stage I do not think anybody need have any fear that there will not be adequate scope for discussion and debate.

SRI M. S. KRISHNAN.—For this purpose, I want a special session to be convened.

ಶ್ರೀ ಕಾಗೋಡು ತಿಮ್ಮಪ್ಪ — ಈಗ ಸರ್ಕಾರದವರು ವೇತನ ಆಯೋಗದ ವರದಿಯನ್ನು ಒಪ್ಪಿ ಕೊಳ್ಳುವುದಾದರೆ, ಈಗ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಕೊಡುತ್ತಿರುವ ಹಣಕಾಸು ಹೆಚ್ಚಿಗೆ ಇನ್ನು ಮುಂದೆ ಕೊಡಬೇಕಾಗುತ್ತದೆಯೆ ಎನ್ನುವುದನ್ನು ಮಾನ್ಯ ಮಂತ್ರಿಗಳು ತಿಳಿಸಬೇಕು. ಅದರ ಒಪ್ಪಿಕೊಳ್ಳುವುದರಲ್ಲಿ ಸರ್ಕಾರದವರು ವೇತನ ಆಯೋಗದ ವರದಿಯನ್ನು ಪರಿಶೀಲನೆ ಮಾಡುವುದಾಗಲೀ ಅಥವಾ ಅದನ್ನು ಜಾರಿಗೆ ಕೊಡುವುದಾಗಲೀ ಅಥವಾ ಇದಕ್ಕೆ ಸಂಬಂಧಪಟ್ಟಂತೆ ಯಾವುದೇ ಪರಿಹಾರ ಕೊಡುವುದಕ್ಕಿಂತ ಮುಂಚೆ, ಅದರ ಬಗ್ಗೆ ಶಾಸನ ಸಭೆಯಲ್ಲಿ ಚರ್ಚೆ ಮಾಡಲಿಕ್ಕೆ ದಯವಿಟ್ಟು ಅವಕಾಶವನ್ನು ಕಲ್ಪಿಸಿಕೊಡಬೇಕೆಂದು ಪ್ರಾರ್ಥನೆ ಮಾಡುತ್ತೇನೆ.

ಅಧ್ಯಕ್ಷರು.—ಹಾಗೆಂದು ಮಾನ್ಯ ಮಂತ್ರಿಗಳು ಹೇಳಿದ್ದಾರೆ.

ಶ್ರೀ ಎಂ. ವೈ. ಘೋರ್ಪಡೆ.—ಹಣಕಾಸಿನ ದೃಷ್ಟಿಯಿಂದ ಹೇಳುವುದಾದರೆ ಅದರ ಇಂಪ್ಲಿಕೇಷನ್ ನ್ನು ಸ್ಪಷ್ಟವಾಗಿ ಹೇಳಲಾಗಿದೆ. ಸರ್ಕಾರದ ನೌಕರರಿಗೆ ಮತ್ತು ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳಿಗೆ ಮತ್ತು ಅನುದಾನ ಪಡೆದ ಸಂಸ್ಥೆಗಳ ನೌಕರರಿಗೆ ಇವೆಲ್ಲಾ ಸೇರಿಸಿದರೆ ಒಟ್ಟು ೪೭ ಕೋಟಿ ರೂಪಾಯಿ ಖರ್ಚಾಗುತ್ತದೆ. ಇದು ವೇತನ ಆಯೋಗದ ಪೂರ್ಣ ಶಿಫಾರಸ್ಸು. ಇದರಲ್ಲಿ ಈಗಾಗಲೇ ೧೫ ಕೋಟಿ ರೂಪಾಯಿಗಳಷ್ಟು ಹಣವನ್ನು ತಾತ್ಕಾಲಿಕ ಪರಿಹಾರವನ್ನಾಗಿ ಕೊಡಲಾಗಿದೆ. ಇದರ ಬಗ್ಗೆ ತೀರ್ಮಾನಕ್ಕೆ ಬರುವುದಕ್ಕೆ ಚರ್ಚೆ ಮಾಡಲಿಕ್ಕೆ ಎಲ್ಲರಿಗೂ ಸಾಕಷ್ಟು ಅವಕಾಶವಿರುತ್ತದೆ, ಅದುದರಿಂದ, ಇದರ ಬಗ್ಗೆ ಅನುಮಾನ ಪಡಬೇಕಾದ್ದಿಲ್ಲ. In various forms the honble Members are bound to raise this matter in this House and I am bound to answer.

SRI C. BYREGOWDA.—It is bound to come up in various forms ಎಂದು ಮಾನ್ಯ ಮಂತ್ರಿಗಳು ಹೇಳುತ್ತಿದ್ದಾರೆ. ಇದರ ಅರ್ಥ ಪ್ರಶ್ನೆ ಅಥವಾ ಗಮನ ಸೆಳೆಯುವ ಸೂಚನೆ ಅಥವಾ ಅಲ್ಪಕಾಲವಿದ್ದು ಪ್ರಶ್ನೆ ಮೂಲಕ ತಿಳಿದು ಕೊಳ್ಳಬಹುದು ಎಂದು ಅರ್ಥವೇ ? ಅದುದರಿಂದ, ನಾವು ನಿರ್ದಿಷ್ಟವಾಗಿ ಕೇಳುತ್ತಿರುವುದು ಏನೆಂದರೆ ವೇತನ ಆಯೋಗದ ವರದಿ ಕುರಿತು ಈ ಸಭೆಯಲ್ಲಿ ಚರ್ಚೆಗೆ ಅವಕಾಶ ಮಾಡಿಕೊಡಬೇಕು.

ಅಧ್ಯಕ್ಷರು.—ಮಾನ್ಯ ಮಂತ್ರಿಗಳು ಹೇಳಿದ್ದನ್ನು ಮಾನ್ಯ ಸದಸ್ಯರು ಮೊದಲು ಅರ್ಥಮಾಡಿ ಕೊಳ್ಳಬೇಕು.

ಶ್ರೀ ಎಂ. ಎಸ್. ಕೃಷ್ಣನ್.—ಮಾನ್ಯ ಮಂತ್ರಿಗಳು, ವೇತನ ಆಯೋಗದ ವರದಿಯನ್ನು ಈ ಸಭೆಯಲ್ಲಿ ಚರ್ಚೆಗೆ ಇಡುತ್ತೇವೆ ಎಂದು ಹೇಳಲಿಲ್ಲ.

SRI V. N. PATIL.—Why not the Honble Finance Minister say that this House will be taken into confidence and it will be discussed here.

SRI M. Y. GHORPADE—So far as I am concerned, I have not the slightest intention of doing something without consulting the members. The views of the honble Members will be most welcome. In what particular form it is going to be discussed here is really left to the honble Speaker and the persons who decide the working of the House. Therefore, I am not coming out with any specific manner in which their views should be taken. Certainly it is not my intention or intention of the Government to take a decision without the fullest consultation and fullest consideration of everybody's views, specially the views of the honble Members of this House.

SRI M. S. KRISHNAN.—Even now I have got my own doubts. ಮಾನ್ಯ ಮಂತ್ರಿಗಳು ಹೇಳಿದ್ದನ್ನು ನಾನು ಬಹಳ ಗಂಭೀರವಾಗಿ ಕುಳಿತು ಕೇಳಿದ್ದೇನೆ.

ಅಧ್ಯಕ್ಷರು.—ಮಾನ್ಯ ಸದಸ್ಯರಿಗೆ ಏತಕ್ಕೆ ಇವೊಂದು ಸಂಶಯ ?

ಶ್ರೀ ಎಂ. ಎಸ್. ಕೃಷ್ಣನ್.—ನನಗೆ ಸಂಶಯವಿಲ್ಲ. ಮಾನ್ಯ ಮಂತ್ರಿಗಳು ಬಹಳ ಬುದ್ಧಿ ವಂತರೂ ಸಾಧಾರಣ ಜನರಲ್ಲ; ಅಡ್ಡಡ್ಡೆ ನಂಗುವ ಜನ ! ಮಾನ್ಯ ಅಧ್ಯಕ್ಷರು ಯಾವ ರೀತಿ ತೀರ್ಮಾನ ತೆಗೆದು ಕೊಳ್ಳುತ್ತಾರೆ ಆ ರೀತಿ ಮಾಡೋಣ ಎನ್ನುವ ಮಾತನ್ನು ಹೇಳಿ ಜಾರಿಕೊಳ್ಳಲು ಪ್ರಯತ್ನಿಸುತ್ತಿದ್ದಾರೆ. ಈ ವಿಚಾರದಲ್ಲಿ ಶಾಸಕರ ಅಭಿಪ್ರಾಯವನ್ನು ಪಡೆಯುತ್ತೇವೆ. ಎಂದು ನೇರವಾಗಿ ಮಂತ್ರಿಗಳು ಹೇಳಲಿ. ಅದಕ್ಕಾಗಿ ಬೇಕಾದರೆ ವಿಶೇಷ ಶಾಸನ ಸಭೆಯು ಅಧಿವೇಶನವನ್ನೇ ಕರೆಯಲಿ. ಅದರಲ್ಲಿ ತಪ್ಪೇನಿದೆ ?

SRI M. Y. GHORPADE.—These are details which can be settled in the Business Advisory Committee.

SRI V. N. PATIL.—Why should the not make the intention of the Government clear ?

SRI M. Y. GHORPADE.—The intention of the Government is to discuss this report in such a manner as this House wants.

GRANTS OF BONUS TO LEGISLATURE SECRETARIAT STAFF

SRI M. S. KRISHNAN.—Madam, there was an assurance given by the Hon'ble Minister for Parliamentary Affairs Sri S. M. Krishna as well as by the Chief Minister in regard to the bonus for the staff of the Legislature Secretariat, particularly the Reporters. ಮಾನ್ಯ ಸಂಸದೀಯ ವ್ಯವಹಾರಗಳ ಸಚಿವರು ಮತ್ತು ಮಾನ್ಯ ಮುಖ್ಯ ಮಂತ್ರಿಗಳು ಕಳೆದ ಏಪ್ರಿಲ್ ತಿಂಗಳಿನಲ್ಲಿಯೇ ಈ ಬಗ್ಗೆ ಭರವಸೆ ನೀಡಿದ್ದಾರೆ. ಆದರೆ, ಬೋನಸ್‌ನ್ನು ಇನ್ನೂ ಕೊಟ್ಟಿಲ್ಲ ಎನ್ನುವುದು ನಮಗೆ ತಿಳಿದು ಬಂದಿದೆ. ವಿಧಾನ ಮಂಡಲದ ನೌಕರರಿಗೆ ಬೋನಸ್ ಕೊಡುವ ವಿಚಾರದಲ್ಲಿ ಹಣಕಾಸಿನ ಇಲಾಖೆಯವರು ಕೊಳ್ಳಿ ಹಾಕಿದ್ದಾರೆ ಎಂದು ತಿಳಿದುಬಂದಿದೆ. ಇದು ಸರಿಯೇ ತಪ್ಪೋ ನಮಗೆ ಗೊತ್ತಿಲ್ಲ. ಹಾಗೇನಾದರೂ ಒಂದು ಪಕ್ಷದಲ್ಲಿ ಹಣಕಾಸಿನ ಇಲಾಖೆಯವರು ಕೊಳ್ಳಿ ಹಾಕಿ ತಡೆಹಿಡಿದಿದ್ದರೆ ಅದನ್ನು ಬಿಡಿಸಿ, ವಿಧಾನ ಮಂಡಲದ ನೌಕರರಿಗೆ ದಯವಿಟ್ಟು ಬೋನಸ್‌ನ್ನು ಕೊಡಬೇಕೆಂದು ಹೇಳುತ್ತೇನೆ. ಮಾನ್ಯ ಅರ್ಥ ಸಚಿವರು ಸಭೆಯಲ್ಲೇ ಇದ್ದಾರೆ ; ಅವರು ಇದನ್ನು ತಕ್ಷಣ ಇಂಪ್ಲಿಮೆಂಟ್ ಮಾಡುತ್ತೇವೆ ಎಂದು ತಿಳಿಸಿ ಬೇಕಾಗಿ ಕೇಳಿಕೊಳ್ಳುತ್ತೇನೆ, Whatever assurance has been given, let it be implemented.